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2 Chairman Phil Mendelson

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5 Councilmember David Grosso

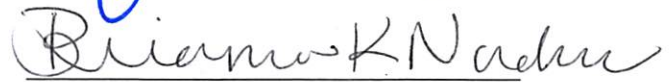
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8 Councilmember Charles Allen

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11 Councilmember Robert C. White, Jr.

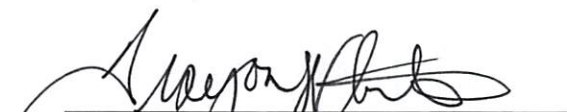
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14 Councilmember Brandon T. Todd


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17 Councilmember Elissa Silverman



Councilmember Kenyan R. McDuffie


Councilmember Brianne K. Nadeau


Councilmember Anita Bonds


Councilmember Trayon White, Sr.


Councilmember Vincent C. Gray


Councilmember Jack Evans

28 A BILL

31 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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34 To amend the Office of Human Rights Establishment Act of 1999 to require the Office of
35 Human Rights and the Department of Human Resources to develop and provide racial
36 equity training for District employees, to amend Chapter 3 of Title 47 of the District of
37 Columbia Official Code to require the Office of Budget and Planning to design and
38 implement a racial equity tool to aid in eliminating disparities among District employees
39 based on race, and, beginning in fiscal year 2020, to require the Mayor to include racial
40 equity-related performance measures in the development of an agency's annual
41 performance plans, and to require the Mayor to include an evaluation of the use of the
42 racial equity tool in the annual performance accountability reports.

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44 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
45 act may be cited as the "Racial Equity Achieves Results Amendment Act of 2019".

Sec. 2. The Office of Human Rights Establishment Act of 1999, effective October 20, 1999 (D.C. Law 13-308; D.C. Official Code § 2-1411.01 *et seq.*), is amended by adding a new section 206b to read as follows:

“Sec. 206b. Racial equity training.

“The Office of Human Rights (“OHR”), in conjunction with the Department of Human Resources (“DCHR”) shall develop and provide, on an on-going basis, racial equity training for employees of the District of Columbia. DCHR and OHR shall conduct workshops for management level positions and shall ensure that all agencies have the capacity to respond effectively to instances of racial discrimination.”.

Sec. 3. Chapter 3 of Title 47 of the District of Columbia Official Code is amended as follows:

(a) Section 47-308.01 is amended by adding a new subsection (h) to read as follows:

“(h)(1) The Office of Budget and Planning, in consultation with the Office of the City Administrator, shall design a racial equity tool that integrates explicit consideration of racial equity into an agency’s operation and performance-based budget, which, beginning in fiscal year 2020 and for each subsequent fiscal year, shall be implemented and used to review an agency’s programs, policies, and practices, and to ensure alignment between departmental and Districtwide programs and initiatives.

“(2) At a minimum, a racial equity tool shall:

“(A) Identify clear strategic initiatives, objectives, and measurable outcomes;

“(B) Identify who will benefit or be burdened by a given policy or programmatic decision;

“(C) Examine potential unintended consequences of a policy or programmatic decision and develop a strategy to advance racial equity and mitigate unintended negative consequences; and

“(D) Develop a mechanism for successful implementation and evaluation of programs aimed at reducing disparate racial outcomes.”.

(b) Section 47-308.02 is amended by adding a new subsection (g) to read as follows:

“(g) Beginning in fiscal year 2020, and for each subsequent fiscal year, the Mayor, or designee, shall, in consultation with an agency’s stakeholders, establish at least one relevant performance measure, objective, or strategic initiative to track over time outcomes related to an agency’s progress towards achieving racial equity.”.

(c) Section 47-308.03(c)(1) is amended by striking the phrase “agency’s performance on its activities for” and inserting the phrase “agency’s performance on its activities, including its use and implementation of racial equity tool, designed and implemented pursuant to § 47-308.01(h),” in its place.

Sec. 4. Fiscal impact statement.

The Council adopts the fiscal impact statement in the committee report as the fiscal impact statement required by section 4a of the General Legislative Procedures Act of 1975, approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

Sec. 5. Effective date.

This act shall take effect following approval by the Mayor (or in the event of veto by the Mayor, action by the Council to override the veto), a 30-day period of Congressional review as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1), and publication in the District of Columbia Register.